



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
2 NAVY ANNEX
WASHINGTON, DC 20380-1775

MCO 7220.52D
I/IOP
18 Aug 00

MARINE CORPS ORDER 7220.52D

From: Commandant of the Marine Corps
To: Distribution List

Subj: FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) PROGRAM

Ref: (a) DODI 7280.3
(b) DODPM Part 1, Chapter 19, Part 8, Chapter 3
(c) SECNAVINST 1160.1A
(d) MCO 1230.5A
(e) MCO P1200.7U

Encl: (1) List of Defense Language Proficiency Tests (DLPTs)
(2) List of FLPP qualifying languages for USMC personnel
(3) Request for FLPP entitlement (sample)
(4) Request for specialized language proficiency assessment (sample)

1. Purpose. To promulgate changes to the criteria for determining eligibility for Foreign Language Proficiency Pay (FLPP) and instructions for the administration of FLPP entitlement for U.S. Marine Corps personnel.

2. Cancellation. MCO 7220.52C of 1 Apr 1998.

3. Information. The Foreign Language Proficiency Pay (FLPP) Program is intended to provide proficiency pay to Marines with demonstrated foreign language skills who meet the criteria established by this order. Assignments involving foreign language translation and interpretation duties involve extraordinary efforts to learn, sustain and improve foreign language skills which by nature are very perishable. FLPP is a monthly pay incentive designed to attain and retain a cadre of highly qualified personnel who are motivated to maintain and improve proficiency in designated foreign languages.

4. Eligibility. In accordance with references (a), (b) and (c), FLPP is intended for those officers and enlisted personnel, both regular and reserve component, whose Military Occupation Specialty (MOS), Additional Military Occupational Specialty (AMOS) or billet description requires a validated foreign language ability. In order to qualify for FLPP entitlement, Marines must be on active duty, entitled to basic pay (or) reserve inactive duty drilling for compensation.

DISTRIBUTION STATEMENT A: Approved for public release; distribution is unlimited.

18 AUG 00

Qualified Marines must demonstrate proficiency in one or more of the qualifying languages listed in enclosure (2) and must satisfy at least one of the requirements of subparagraphs (a) or (b) below:

a. Be in possession of a primary MOS in Occupational Field (OccFld) 26xx or 02xx. Maintain an additional MOS in Occupational Field (OccFld) 26xx or 02xx, or the AMOS 8611 (Interpreter), or AMOS 9940-9949 (Foreign Area Officer). Note: Marines temporarily designated 0200 or 2600 during initial- entry-MOS training are ineligible until completion of 02xx/26xx MOS-producing school and assignment of a primary MOS. Marines who previously possess the AMOS 8611 prior to lateral-moving into the 02xx/26xx Occupational fields for training continue to rate FLPP based on the AMOS 8611 until awarded a PMOS in the 02xx/26xx Occupational Field.

b. Qualifying Marines who do not meet the MOS/AMOS eligibility requirements of paragraph 4(a) above, but who are temporarily assigned duties as interpreters/translators due to a demonstrated proficiency in a foreign language, are also eligible for FLPP entitlement. In these cases, FLPP entitlement will be paid for the duration of the assignment only. In order to qualify, Marines must be assigned, either permanently or temporarily to duty assignments designated by the Commanding Officer/Officer in Charge of the unit as requiring a foreign language proficiency on a regular and necessary basis. Requests for FLPP in these cases will be adjudicated by HQMC (Code: I/IOP). All requests must be forwarded through the normal chain of command via standard naval message or correspondence. Enclosure (3) contains a sample format for FLPP entitlement requests. Requests should be forwarded to:

Commandant of the Marine Corps (CODE: I/IOP)
Headquarters U.S. Marine Corps
2 Navy Annex
Washington DC 20380-1775

(or)

CMC WASHINGTON DC//I/IOP//

5. Testing: In accordance with references (a), (c) and (d), FLPP entitlement certification requires that all qualified Marines must have tested within the last 12 months as proficient in a foreign language using the current version of the Defense Language Proficiency Test (DLPT). The DLPT is the standard DOD test for determining proficiency in a foreign language and when available, is the only approved test on which to base the receipt of FLPP. In order to continue to meet eligibility requirements for continuous FLPP entitlement, qualified Marines must re-certify annually.

a. DLPT versions III and IV contain three sub tests: reading, listening, and speaking. FLPP entitlement is awarded based on a minimum qualifying proficiency of level 2 in any 2 of the 3 subtests. During the annual in-service retest of the language, Marines will be administered

18 AUG 00

the reading and listening sub tests of the DLPT. Under normal circumstances, the speaking subtest of the DLPT will only be given upon completion of a formal course of instruction at a DOD approved training facility. Requests for special consideration must be approved by HQMC I (IOP). In languages for which only a single DLPT subtest exists, there is no requirement to attain a qualifying proficiency in a second modality. Enclosure (1) is a list of all DLPTs currently maintained by the Testing and Classification Branch CMC (MPP-50).

b. In those instances where there is no DLPT available for the language in question, certification and qualification must be validated by coordination with HQMC (CODE I/IOP). Under these circumstances, a specialized language proficiency assessment can be authorized for the purpose of FLPP entitlement certification. Specialized language assessments will be authorized for purposes of FLPP certification to validate foreign language skills for which there is a demonstrated or anticipated operational requirement. HQMC (CODE: I/IOP) will notify the Defense Language Institute Foreign Language Center (DLIFLC) that a specialized language proficiency assessment is required and arrange testing with local commands.

c. Specialized language proficiency assessments will normally be comprised of an Over the Phone Interview (OPI) consisting of a 30 - 45 minute phone conversation between a certified instructor and the Marine being tested. This test is designed to validate listening/speaking proficiency. In every case, Parent Commands must provide a Testing Control Officer (TCO) to validate and coordinate testing on-site and to insure the presence of the Marine being tested on the assigned date. Requests for specialized language proficiency assessments should be forwarded via the normal chain of command to HQMC I (IOP) via standard naval message or correspondence. Enclosure (4) contains sample format for requests for a specialized language proficiency assessment. All requests should be forwarded to HQMC I/IOP for consideration:

Commandant of the Marine Corps (CODE: I/IOP)
Headquarters U.S. Marine Corps
2 Navy Annex
Washington DC 20380-1775

(or)

CMC WASHINGTON DC//I/IOP//

6. Award Levels

a. Enclosure (2) lists qualifying languages for Marine Corps FLPP entitlement. Qualifying languages for the 8611 AMOS (Interpreter) program will be published separately via MARADMIN as required.

b. The minimum qualifying proficiency level for FLPP entitlement on all DLPT subtests (reading, writing, and listening) is level 2.

c. The monthly FLPP entitlement for one foreign language may not exceed \$200.00 per Marine.

d. The monthly FLPP entitlement for multiple foreign languages may not exceed \$300.00 per Marine.

e. FLPP entitlement will be awarded based on current DLPT proficiency levels in accordance with the two FLPP categories described below. Utilizing the applicable FLPP Category award level matrix, monthly pay amounts are computed by correlating the combined DLPT proficiency scores for the highest two DLPT subtests taken in the language (reading, writing, listening) with the appropriate monthly pay entitlement. In cases of HQMC (CODE: I/IOP) coordinated specialized language proficiency assessments, HQMC (CODE: I/IOP) will coordinate test results with local commands, CMC (MPP-50) testing and Defense Finance Accounting Service Center (DFAS).

f. **FLPP Category I** - (Career linguists): Includes all Marines, active and reserve component, who satisfy any of the following requirements:

(1) Maintain a Primary Military Occupational Specialty (PMOS) 2671, 2673, 2674, 2676, 2691 or 0251.

(2) Maintain an AMOS 2643 or 9940 through 9949.

(3) Qualify for FLPP entitlement under the criteria established in paragraph 4(b) of this order. In these instances, FLPP entitlement will be for the duration of the language assignment only. In accordance with the provisions of this order [paragraph 4(b)], Commanders must notify HQMC (IOP) when a Marine qualifies for FLPP entitlement under this provision.

FLPP Category 1 (Career Linguists) Matrix

| DLPT proficiency level | DLPT proficiency level | FLPP monthly pay entitlement |
|------------------------|------------------------|------------------------------|
| 2 | 2 | \$100.00 |
| 2 + | 2 | \$125.00 |
| 2 | 2 + | \$125.00 |
| 2 + | 2 + | \$150.00 |
| 2 | 3 | \$150.00 |
| 3 | 2 | \$150.00 |
| 2 + | 3 | \$175.00 |
| 3 | 2 + | \$175.00 |
| 3 | 3 | \$200.00 |

* Note: Proficiency in a second qualifying language is awarded FLPP at the same rate for a combined total that does not exceed \$300.00 per month, per Marine.

18 AUG 00

g. **FLPP Category II** - (Others): Includes all Marines, active and reserve component, not otherwise qualified for FLPP Category I, who satisfy any of the following requirements:

(1) Maintain a PMOS in OCC Fld 26xx (except 2671, 2673, 2674, 2676 and 2691) or OCC Fld 02xx (except 0251).

(2) Maintain an AMOS in OCC Fld 26xx (except 2643 2671, 2673, 2674, or 2676) or OCC Fld 02xx (except 0251)

(3) Maintain the AMOS 8611 (Interpreter).

FLPP Category 2 (Others) Matrix

| DLPT proficiency level | DLPT proficiency level | FLPP monthly pay entitlement |
|------------------------|------------------------|------------------------------|
| 2 | 2 | \$75.00 |
| 2 + | 2 | \$87.50 |
| 2 | 2 + | \$87.50 |
| 2 + | 2 + | \$100.00 |
| 2 | 3 | \$100.00 |
| 3 | 2 | \$100.00 |
| 2 + | 3 | \$112.50 |
| 3 | 2 + | \$112.50 |
| 3 | 3 | \$125.00 |

* Note: Proficiency in a second qualifying language and any additional, subsequent qualifying languages will be awarded FLPP at the same rate for a combined total that does not exceed \$300.00 per month, per Marine.

7. **Entitlement Start/Restart Dates.** FLPP entitlement starts or continues automatically on the DLPT test date for those active duty Marines who meet the eligibility criteria contained in paragraph 4(a) and whose DLPT remains current by annual recertification in accordance with the provisions of this order. Those Marines entitled to receive FLPP under the provisions contained in paragraph 4(b) must submit requests for additional or continued FLPP entitlement as required upon completion of annual recertification. Requests should be forwarded to HQMC (CODE: I/IOP) in accordance with paragraph 4(b).

a. In accordance with reference (b), FLPP entitlement for Marines in the Reserve component can only be started and stopped by DFAS-KC, Reserve Pay Division (JV). Commanding Officers must submit rosters containing Name, Rank, SSN, MOS, and DLPT score to DFAS-KC via standard naval message:

18 AUG 00

Plain Language Address:

To: DFAS KANSAS CITY CENTER, KANSAS CITY MO//JV

Info: MARCORSUPACT KANSAS CITY MO//RMC/FDD-8//

CMC WASHINGTON DC//I/IOP//

b. Occupational field 02xx and 26xx Marines transferring to the Marine Corps Reserve must have eligibility for FLPP entitlement recertified by their reserve component commanding officers, or the Director, Marine Corps Reserve Support Center upon reporting to their Reserve activity.

8. Individual Eligibility Termination. Continued payment of FLPP entitlement is contingent upon the qualified Marine maintaining qualification and eligibility. FLPP will automatically terminate if any of the following conditions occur:

a. Failure to meet the annual recertification requirements of this Order. FLPP entitlement will terminate on the 366th day since the last DLPT date.

b. Failure to achieve or maintain the minimum level of proficiency required by reference (a) and this order.

c. Loss of eligibility due to loss of a qualifying MOS or AMOS.

d. Marines who are eligible under paragraph 4(b): Loss of eligibility through PCS or billet reassignment. Entitlement continues through date of detachment from qualifying assignment.

e. Transfer to an officer commissioning program: FLPP terminates on date of commission due to loss of a qualifying MOS. However, these Marines are highly encouraged to consider application for assignment of the Experience Track or Study Track Foreign Area Officer (FAO) AMOS in accordance with MCO 1520.11 (International Affairs Officer Program).

9. Administrative Procedures

a. Unit commanders can no longer report start and stop of FLPP entitlement on the Unit Diary. Only HQMC (CODE: I/IOP) and DFAS-KC are authorized. Start and stop of FLPP entitlement occurs automatically within JUMPS/MMS for those active duty Marines authorized FLPP under paragraph 4(a), based upon reporting of a qualifying DLPT score by CMC (MPP-50).

b. The DLPT will be administered at approved Marine Corps testing facilities utilizing current testing procedures. Those Marines who do not have access to a testing facility may request testing materials from CMC (MPP-50) in accordance with ref (d).

18 AUG 00

c. Those Marines who test at Joint Language Centers are responsible for ensuring the original DA Form 330 is sent to CMC (MPP-50) for input into the Marine Corps Total Force System (MCTFS). DA Form 330 is the only DLPT scoresheet authorized for reporting purposes.

d. DLPT Retesting

(1) Annual recertification is a minimum requirement.

(2) Marines cannot DLPT retest within a six month period from the original test date. A minimum of six months and one day must pass before a retest. (Marines who have completed significant training programs may in some cases be retested in less than six months as an exception to policy).

(3) Requests for exception must be submitted for approval to CMC (MPP-50) in accordance with ref (d). Consecutive requests for exception will not be considered. Requests for exception must document significant training. Normally, this training consists of at least six weeks of immersion training or six weeks (5 hours a day) of classroom training. A statement from the Marine's Commanding Officer or Officer in Charge documenting the type, purpose, and accomplishment that warrants retesting consideration must be included in the request. Once a waiver is granted, the retesting date becomes the new date for annual recertification.

10. Waivers. HQMC (CODE: I/IOP) is granted authority to waive provisions of this order within the limitations of references (a), (b) and (c). CMC (MPP-50) is granted authority to waive retesting provisions of this order within limitations of references (a) and (d).

11. Approval. The entitlement provisions of this Order were approved by the Department of Defense Military Pay and Allowance Committee under procedures prescribed by the Secretary of Defense, pursuant to section 1001 of Title 37, U.S.C. and are in accordance with the guidelines of references (a) and (b).

12. Reserve Applicability. This Order is applicable to the Marine Corps Reserve.



M. E. ENNIS
Director of Intelligence

DISTRIBUTION: PCN 10209913700

Copy to: 7000110 (55)
8145005 (2)
7000099, 1448145001 (1)

**LIST OF LANGUAGES TESTS MAINTAINED BY TESTING
AND CLASSIFICATION BRANCH (CMC/MPP-50) HQMC**

| LANGUAGE | <u>DOD LANG CODE</u> |
|----------------------------------|-----------------------------|
| ALBANIAN (LPT) | AB |
| ARABIC-MODERN STANDARD (DLPT IV) | AD |
| BULGARIAN (LPT) | BU |
| BURMESE (DLPT II) | BY |
| CAMBODIAN (DLPT II) | CA |
| CHINESE AMOY (DLPT II) | YD |
| CHINESE CANTONESE (DLPT II) | CC |
| CHINESE MANDARIN (DLPT IV) | CM |
| CZECH (DLPT IV) | CX |
| DANISH (LPT) | DA |
| DUTCH/FLEMISH (DLPT II) | DU |
| FINNISH (LPT) | FJ |
| FRENCH (DLPT IV) | FR |
| GERMAN (DLPT IV) | GM |
| GREEK (DLPT IV) | GR |
| HEBREW, MODERN (DLPT IV) | HE |
| HUNGARIAN (DLPT II) | HU |
| ICELANDIC (LPT) | JC |
| INDONESIAN (DLPT II) | JN |
| ITALIAN (DLPT IV) | JT |
| JAPANESE (DLPT IV) | JA |
| KOREAN (DLPT IV) | KP |
| LITHUANIAN (LPT) | LT |
| LAO (DLPT II) | LC |
| NORWEGIAN (LPT) | NR |
| PERSIAN (DLPT IV) | PF |
| TAGALOG (DLPT IV) | TA |
| POLISH (DLPT IV) | PL |
| PORTUGUESE EUROPEAN (DLPT III) | PT |
| PORTUGUESE BRAZILIAN (DLPT II) | PQ |
| ROMANIAN (DLPT III) | RQ |
| RUSSIAN (DLPT IV) | RU |
| SERBO-CROATIAN (DLPT IV) | SC |
| SLOVENIAN (LPT) | SL |
| SPANISH (DLPT IV) | QB |
| SWAHILI (LPT) | SW |

ENCLOSURE (1)

MCO 7220.52D
18 Aug 00

SWEDISH (DLPT II)
THAI (DLPT IV)
TURKISH (DLPT IV)
UKRAINIAN (DLPT IV)
VIETNAMESE (DLPT IV)
YIDDISH (LPT)

SY
TH
TU
UK
VN
YJ

ENCLOSURE (1)

18 Aug 00

LIST OF FLPP ELIGIBLE LANGUAGES BY DIFFICULTY CATEGORY

| I | II | III | IV |
|----------------|------------|---------------------|----------|
| AFRIKAANS | GERMAN | AFGHAN PUSHTO | ARABIC |
| DANISH | INDONESIAN | ALBANIAN | CHINESE |
| DUTCH | MALAY | AMHARIC | JAPANESE |
| FRENCH | ROMANIAN | ARMENIAN | KOREAN |
| HAITIAN-CREOLE | | BELO RUSSIAN | |
| ICELANDIC | | BENGALI | |
| ITALIAN | | BIKOL | |
| NORWEGIAN | | BULGARIAN | |
| PORTUGUESE | | BURMESE | |
| SPANISH | | CAMBODIAN | |
| SWAHILI | | CEBUANO | |
| SWEDISH | | CZECH | |
| | | DARI | |
| | | FINNISH | |
| | | GEORGIAN | |
| | | GREEK | |
| | | HEBREW | |
| | | HINDI | |
| | | HUNGARIAN | |
| | | ILOCANO | |
| | | KURDISH | |
| | | LAO | |
| | | LATVIAN | |
| | | LITHUANIAN | |
| | | MACEDONIAN | |
| | | PASHTO | |
| | | PERSIAN AFGHAN DARI | |
| | | PERSIAN FARSI | |
| | | POLISH | |
| | | RUSSIAN | |
| | | SERBO-CROATIAN | |
| | | SINHALA | |
| | | SLOVAK | |
| | | SLOVENIAN | |
| | | SOMALI | |
| | | TAGALOG | |
| | | THAI | |
| | | TURKISH | |
| | | UKRAINIAN | |

ENCLOSURE (2)

MCO 7220.52D
18 Aug 00

III (Cont'd)

URDU
VIETNAMESE

ENCLOSURE (2)

18 Aug 00

7220

Office Code

Date

From: Commanding Officer/Officer In Charge

To: Commandant of the Marine Corps (CODE: I/IOP), Headquarters
U.S. Marine Corps, 2 Navy Annex, Washington DC 20380-1775

Subj: REQUEST FOR FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) ENTITLEMENT
(SAMPLE)

Ref: (a) MCO 7220.52D

1. In accordance with the reference, request that Sgt I. M. Motivated 123 45 6789/ANY MOS be authorized to receive Foreign Language Proficiency Pay (FLPP) for duties involving the regular and necessary use of the (Spanish) language in the performance of his/her duties during the period 000101-001231.

2. (Billet/Duty assignment description). During the period 000101 to 001231, Sgt I. M. Motivated was assigned as the Section Operations Chief, Any Marine Unit, Overseas. The nature of this assignment required the regular and necessary use of (Spanish) language skills as a liaison between foreign nationals and the Marine unit, overseas and to effect logistical coordination within the host nation.

3. Sgt I. M. Motivated scored a 3 listening (proficiency level) and 3 reading (proficiency level) on the DLPT dated 000101.

4. Point of Contact for this request is Major I. M. InCharge, Commanding Officer, Marine Unit, Overseas at (123) 456-7890, DSN 456-7890.

I. M. INCHARGE

ENCLOSURE (3)

18 Aug 00

7220

Office Code

Date

From: Commanding Officer/Officer In Charge
To: Commandant of the Marine Corps (CODE: I/IOP), Headquarters
U.S. Marine Corps, 2 Navy Annex, Washington DC 20380-1775

Subj: REQUEST FOR SPECIALIZED LANGUAGE PROFICIENCY ASSESSMENT
(SAMPLE)

Ref: (a) MCO 7220.52D

1. In accordance with the reference, request a specialized language proficiency assessment in the (Urdu) language for Sgt I. M. Motivated 123 45 6789/ANY MOS.
2. Sgt I. M. Motivated is a native speaker (or) speaks (Urdu) from previous experience/training and is assigned (or is expected to be assigned) to duties involving the use of his/her (Urdu) language skills. SNM will be (is expected to be) employed in duties requiring the regular and necessary use of the (Urdu) language.
3. In accordance with the reference, the Marine Corps does not have the capability to test the (Urdu) language via the DOD standard Defense Foreign Language Proficiency Test (DLPT) and SNM cannot be awarded Foreign Language Proficiency Pay (FLPP) without validation of language skills.
4. The following information is submitted in support of this request:

| | |
|------------------------------|--|
| Name of Marine to be tested: | Motivated, I. M. |
| Rank: | Sgt |
| SSN: | 123 45 6789/ANY MOS |
| Language: | Urdu |
| How Acquired: | Native Speaker |
| Parent Command: | 1st Marine Unit, Camp Marine |
| Testing Control Officer: | Captain I. C. Utest |
| TCO Relationship: | Executive Officer |
| TCO Phone #: | DSN 456-7890 Comm (123) 456-7890 FAX# (123) 456-7891 |
| TCO E-mail: | <u>UtestIC@1stMarineunit.usmc.mil</u> |
| Justification: | Language certification necessary for validation and assignment of AMOS 8611. Required in support of impending contingency or exercise support. |

ENCLOSURE (4)

MCO 7220.52D
18 AUG 00

Suspense date: (if any)
Availability:

NLT (date)
Wednesday and Friday from 0800
thru 1230 EST during the period
000101-000229

5. Point of Contact for this request is Major I. M. InCharge,
Commanding Officer, Marine Unit, Overseas at (123) 456-7890,
DSN 456-7890.

I. M. INCHARGE

ENCLOSURE (4)